



St Wilfrid's Catholic Primary School

Equality, Diversity, Inclusion and Belonging Policy

Academic Year	Designated Safeguarding Lead	Deputy Designated Safeguarding Lead	Nominated Governor	Chair of Governors
2022	J McEniff	P Harkness	E Morrissey	E Morrissey
2023	J McEniff	P Harkness	E Morrissey	E Morrissey
2026	J McEniff	P Harkness	E Morrissey	E Morrissey

Policy Review Date	Changes made	By whom	Date ratified with FGB
October 2023	New Policy	P Harkness	November 2023
August 2026	Updated Policy	J McEniff	September 2026

1. Mission Statement

"I have come that they may have life, and have it to the full."
(John 10:10)

At St Wilfrid's Catholic Primary School, we **love** one another, show **respect** and accept **responsibility**. Embracing **opportunity** and nurturing **creativity** we share in the **joy** of Jesus.

As a Catholic school, we recognise the God-given dignity of every person. Guided by Gospel values and Catholic Social Teaching, we are committed to ensuring that every member of our community is valued, respected and enabled to flourish regardless of background, ability, need or protected characteristic.



1. Aims

This policy outlines how St Wilfrid's Catholic Primary School promotes equality of opportunity, values diversity and fosters an inclusive culture for pupils, staff, governors, parents, carers and visitors.

The school aims to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between individuals and groups from different backgrounds.
- Promote an environment where everyone feels safe, respected, included and valued.
- Remove barriers to learning, participation and achievement.
- Ensure all pupils have equitable access to the curriculum, enrichment opportunities and wider school life.
- Enable all members of the school community to reach their full potential.

2. Legal Framework

This policy is based on:

- Equality Act 2010.
- Public Sector Equality Duty (Section 149 of the Equality Act 2010).
- Human Rights Act 1998.
- SEND Code of Practice.
- Keeping Children Safe in Education.
- Department for Education guidance relating to inclusion, attendance, behaviour, SEND and equality.
- The school's Catholic mission and values.

The Governing Body recognises its responsibilities under the Public Sector Equality Duty to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations between different groups.

3. Public Sector Equality Duty

The school has due regard to eliminating discrimination, advancing equality of opportunity and fostering good relations. Equality information and objectives will be published and reviewed.

4. Protected Characteristics

The school will not discriminate against any individual on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

St Wilfrid's is committed to ensuring that all policies, practices, curriculum decisions, admissions arrangements, employment procedures and school activities comply with equality legislation and reflect our commitment to dignity, respect and inclusion.

5. Equality Objectives 2026-2029

In accordance with the Equality Act 2010 and Public Sector Equality Duty, St Wilfrid's Catholic Primary School has adopted the following Equality Objectives for 2026-2029:

1. Further improve outcomes and participation for disadvantaged and vulnerable pupils.
2. Further promote diversity, inclusion and belonging throughout school life.
3. Further promote positive wellbeing and emotional health for all.

The school publishes equality information and equality objectives on its website and reviews them in accordance with statutory requirements. Progress towards the objectives will be monitored through pupil outcomes, attendance data, participation rates, pupil voice, wellbeing surveys and school self-evaluation.

6. Equality, Diversity and Inclusion in Practice

St Wilfrid's actively promotes equality, diversity and inclusion through:

- High expectations for all pupils.
- An ambitious curriculum that is accessible to all learners.
- Effective SEND identification and provision.
- Support for disadvantaged pupils.
- Support for pupils with English as an Additional Language (EAL).
- High-quality pastoral support.
- Positive behaviour and attendance strategies.
- Access to enrichment activities, visits and residential experiences.
- Pupil leadership opportunities.
- Celebration of cultural, linguistic and religious diversity.
- Teaching about equality, diversity, British Values and Catholic Social Teaching.
- Developing pupils' understanding of respect, dignity and human rights.

We believe that diversity strengthens our school community and enriches the experiences of all members of our school family

7. Curriculum

The curriculum plays a key role in promoting equality and diversity.

We will:

- Provide a broad, balanced and ambitious curriculum for all pupils.
- Ensure learning materials reflect a diverse society.
- Challenge stereotypes and prejudice.
- Promote understanding of different faiths, cultures and communities.
- Teach pupils about respect, dignity, equality and belonging.
- Ensure protected characteristics are taught in an age-appropriate manner through the curriculum and RSHE.
- Celebrate the unique contributions of individuals and groups within society.

Curriculum leaders will review resources regularly to ensure representation and inclusivity. This directly supports the school's Equality Objective relating to diversity and belonging.

8. Reasonable Adjustments

The school will take reasonable steps to ensure that disabled pupils, staff, parents and visitors are not placed at a substantial disadvantage. This may include:

- adjustments to policies and practices;
- curriculum adaptations;
- specialist equipment;
- accessible communication methods;
- environmental adaptations identified through the Accessibility Plan.

9. Disability Equality

Disabled pupils may require different treatment to achieve equality of opportunity. The school will not discriminate arising from disability.

10. Attendance, Participation and Equity

The school recognises that attendance, engagement and participation are fundamental aspects of equality.

The school will:

- Monitor attendance patterns closely.
- Identify barriers affecting vulnerable groups.
- Support families to improve attendance where required.
- Ensure pupils are not disadvantaged in accessing learning opportunities.
- Promote participation in clubs, trips, enrichment and leadership opportunities.

Particular attention will be given to disadvantaged pupils, pupils with SEND, vulnerable learners and those at risk of exclusion or disengagement. This directly supports Equality Objective 1.

11. Recruitment and Employment

St Wilfrid's is committed to fair and equitable employment practices.

The Governing Body and Headteacher will ensure:

- Recruitment procedures are fair and transparent.
- Employment decisions are made on merit.
- Staff are not treated less favourably due to a protected characteristic.

- Training and professional development opportunities are available equitably.
- Reasonable adjustments are made where appropriate.

12. Recording and Responding to Discriminatory Incidents

The school operates a zero-tolerance approach to discrimination, harassment and prejudice-based bullying.

Incidents relating to race, religion, disability, sex, sexual orientation, gender reassignment or any other protected characteristic will:

- be recorded;
- be investigated promptly;
- be addressed appropriately with those involved;
- be reported and monitored by senior leaders;
- inform future curriculum and pastoral provision where appropriate.

13. Wellbeing and Belonging

The school recognises that positive wellbeing underpins learning, attendance, behaviour and achievement.

The school will:

- Promote emotional wellbeing through the curriculum.
- Support pupils and families through pastoral provision.
- Provide timely interventions where required.
- Promote positive relationships.
- Foster a sense of belonging for all members of the community.
- Support staff wellbeing.

This work supports Equality Objective 3 and reflects our commitment to creating a nurturing Catholic community in which all can flourish.

14. Roles and Responsibilities

The Governing Body will:

- Ensure compliance with equality legislation.
- Approve and review this policy.
- Monitor progress against equality objectives.
- Hold leaders accountable for promoting equality and inclusion.

The Headteacher will:

- Implement this policy.
- Promote an inclusive culture.
- Ensure equality considerations inform school improvement planning.
- Monitor attainment, attendance and participation data.
- Ensure appropriate training is provided.

All staff will:

- Uphold the principles outlined in this policy.
- Promote equality and inclusion in their daily practice.
- Challenge discrimination and prejudice.
- Model respectful and inclusive behaviour.
- Report concerns appropriately.

Pupils are expected to:

- Treat others with dignity and respect.
- Value differences.
- Challenge unkind or discriminatory behaviour.
- Contribute positively to the inclusive ethos of the school.

15. Monitoring, Equality Information and Governor Oversight

The Governing Body and Headteacher will monitor:

- attainment and progress of key pupil groups;
- attendance and persistent absence patterns;
- participation in clubs, trips and enrichment activities;
- SEND outcomes;
- outcomes for disadvantaged pupils;
- EAL pupil progress;
- discriminatory incidents and bullying incidents;
- recruitment and employment practices;
- accessibility arrangements;
- progress towards published Equality Objectives.

Annual monitoring information will be reported to governors and used to inform school improvement priorities.

16. Related Policies

Accessibility Plan, SEND, Safeguarding, Behaviour, Attendance and Anti-Bullying policies.

17. Review

Policy reviewed every three years. Equality Objectives reviewed annually and formally by July 2029.